

**DEPARTMENT OF TRANSPORTATION  
OFFICE OF THE SECRETARY**

☐ Action Date:

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**DEPARTMENTAL PERSONNEL MANUAL**

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**DPM BULLETIN NO. 451-1**

**DATE: SEP 29 1999**

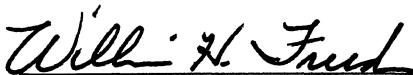
**SUBJECT: Cash Awards for Political Appointees**

The intent of this bulletin is to clarify the current Departmental policy regarding cash awards for political appointees.

In August 1994, the White House issued a Memorandum For Cabinet and Agency Heads, concerning promotions and cash awards for political appointees. That memorandum stated that while Federal agencies have a broad authority to grant employees lump-sum cash awards, President Clinton's Administration wished to maintain a more rigorous standard for granting cash awards than previous Administrations.

In order to meet that standard, the White House asked agencies to refrain from giving cash awards to political appointees (i.e., Executive Schedule, noncareer SES, Schedule C employees) paid at a salary rate level exceeding that of GS-12, and to grant monetary awards to others only for performance that is clearly exceptional. The memorandum concluded by saying that agencies should continue to recognize other political appointees through the prudent use of nonmonetary awards. Therefore, it is acceptable to grant a time-off award to a political appointee whose salary rate exceeds that of GS-12, step 10.

If you have any questions concerning awards for political appointees, please call Jan Karicher of my staff on (202) 366-9450.



Acting Departmental Director  
Office of Human Resource Management

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**Filing Instructions:** File after DPM Chapter 451 Bulletins

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